



Transition-Goals Plans Success (T-GPS)





ENABLING OBJECTIVES:

- > STATE the importance of the Certificate of Release or Discharge from Active Duty (DD Form 214) in accordance with Naval Military Personnel Manual (MILPERSMAN), NAVPERS 15560 (series)
- STATE the program elements mandated by public law of the Transition Assistance Management Program (TAMP) in accordance with Transition Assistance Management Program, OPNAVINST 1900.2 (series)
- IDENTIFY the responsibilities of the CCC in the transition process in accordance with Transition Assistance Management Program, OPNAVINST 1900.2 (series)
- DESCRIBE the process to complete and submit Pre-separation Counseling Checklist, DD Form 2648 and Service Member's Individual Transition Plan Checklist, DD Form 2958
- DESCRIBE the CCC's responsibilities in completion of the Individual Transition Plan for transitioning personnel in accordance with Transition Assistance Management Program (TAMP), OPNAVINST 1900.2 (series)





- Responsibilities of the Command Transition Officer/CCC in the transition process:
 - The CCC is a vital partner in making a successful transition
 - Identify potential separatees (12-9 months until EAOS), Fleet
 Reservist, and retirees (24 months from projected retirement date)
 - 18 months for E-6; 24 months for E-7 and above
 - Assist with scheduling Transition-Goals, Plans, and Success (T-GPS) workshop
 - Notify Sailors of items needed to attend T-GPS
 - Completed DD 2648
 - Department of Veterans Affairs e-Benefits registration information
 - Individual Transition Plan (ITP) with Block 1 initiated





- Notify Sailors of recommended items for T-GPS:
 - Copy of Career Interest Assessment from Occupational Information Network (O*NET) interest profiler or printout from Kuder website
 - Copy of Verification of Military Experience and Training (DD 2586)
 - Copy of recent leave and earning statement
 - Copy of Evaluations/FITREPs
 - Joint Service Transcript (JST)
 - Copy of credit report
- Provide Pre-separation counseling and document on (DD 2648)
- Initiate the Individual Transition Plan (ITP) Checklist (DD 2958)
 - Initiate ITP, Block 1
 - Blocks 2 through 6, as applicable
- Document completion of Career Readiness Standards (CRS) on the ITP Checklist (DD 2958)
- Document completion of T-GPS Capstone





- Transition- GPS consists of Core Curriculum, Additional Tracks, and the Capstone Event.
 - Scheduled to attend a series of classes and workshops, collectively referred to as the "Transition-GPS Core Curriculum," which is a 5 day curriculum, which includes:
 - Transition Overview
 - Transition Resiliency Lecture and Discussion
 - Military Occupational Codes (MOC) Crosswalk Gap Analysis
 - Financial Planning Seminar
 - Department of Labor Employment Workshop (DOLEW)
 - Department of Veterans Affairs Benefit Briefing
 - ITP





- Transition-GPS elements mandated by public law
 - Pre-separation counseling 90 days prior to separation (DD 2648)
 - Department of Veteran Affairs benefits briefing
 - Department of Labor Employment Workshop
 - Personnel may opt out if :
 - Retiring after 20 or more years
 - Needed to support a unit operationally
 - NOTE: Exemption must be documented on the (DD 2958)
 - Confirmed enrollment for college, or letter of acceptance for employment
 - Reservist demobilized or deactivated after serving 180 continuous days or more on active duty, if they meet specific criteria
 - Employment Assistance



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- Transition-GPS
 - G- Goals: Goals will be identified and written down
 - P- Plans: In order to be successful, a written plan must be established
 - S- Success: Transition-GPS wants all attendees to be successful in achieving their goals
- Information on involuntary and retirement/separation benefits and services
 - Navy Reserve brief
 - Only required for reenlistment eligible personnel (including HYT)
- Mandated by Congress
 - Pre-separation Counseling Checklist
 - Must be completed no later than 90 days prior to separation
 - Ensure document is filed in Official Military Personnel File via Defense
 - Manpower Data Center (DMDC) website
 - Submitted via DMDC website





- Individual Transition Plan
 - NOTE: The ITP will be refined by the individual during each component of T-GPS they attend
 - All service members review Block 1
 - The ITP has 6 different blocks
 - Optional tracks with respective block numbers:
 - Employment track (Block 2)
 - Education track (Block 3)
 - Career Technical Training track (Block 4)
 - Entrepreneurship track (Block 5)
 - Transition Timeline (Block 6)

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		Consider the possibility and impact of transferring tryes (r.1.1. Gridin benefits to dependents)		
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		Prepare and outset an Education/Technical Training Application or provide an employed acceptance with:		





- Career Readiness Standards
 - Designed to increase a Sailor's ability to successfully overcome any challenge they may face in pursuit of a chosen career path
 - Reference NPC website list of CRS
 - Some Career Readiness Standards apply to all career paths (Employment, Education, Technical Training, and Entrepreneurship), while others only apply to a specific career path

Capstone Event

- Preferred method is for member to attend a Navy transition site small group seminar (less than 50 service members)
 - NOTE: If due to operation commitments, commands can conduct local capstone in small group or individual event
- Mandatory documentation on DD 2958
- All attendees review Block 1, then break into optional tracks (as applicable)



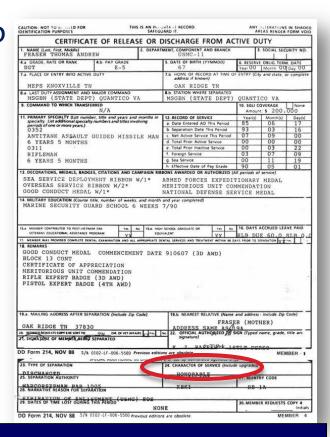


- Capstone Event cont'd
 - Document review (ITP Checklist)
 - Section I Service Member Information
 - Section II Common Career Readiness Standards
 - Section III Higher Education/ Career Technical Training Readiness Standards
 - Section IV Other
 - Section V Hand-off to Support Agencies Contact Information
 - Section VI Verification
 - Counselor shall verify then sign the DD 2958 as Transition Counselor upon completion of Career Readiness Standards, only if a Sailor was unable to attend a Navy Transition Site
 - Utilize Presenters Guide for Capstone Event
 - Counseling conducted no later than 90 days preceding an anticipated separation/retirement
 - DD 2958 is signed by the commander or designee





- Certificate of Release or Discharge from Active Duty, DD Form 214
 - Block 24: Characterization of Service
 - If one of the following characterizations are used you must ensure a warm handover is completed with the American Job Center of the location the Sailor is moving to.
 - General Under Honorable Conditions
 - Other than Honorable
 - Bad-conduct Discharge awarded at Special or General Court-Martial
 - Dishonorable Discharge
 - Uncharacterized



NOTE: 10 USC section 1142, paragraph 4A; The secretary concerned shall NOT provide preseparation counseling to a member who is being discharged or released before completion of the first 180 continuous days of active duty of the member





Warm Handover

- All Service members who do not complete their Career Readiness Standards or do not have a viable Individual Transition Plan are required to receive a warm handover to the appropriate partner agencies
 - Department of Veterans Affairs (VA)
 - Department of Labor (DOL)
- Warm handover presents an opportunity to mitigate gaps in needed assistance when Service members make their transition from military to civilian life
- It is imperative that the DD 2958, "The Individual Transition Plan Checklist" include the partner agency representatives' name, the location, the telephone number, and the commanders or commander's designee's name
- Depending on the characterization of military service, some Service members may not be eligible for the benefits offered by the VA and should only be referred to the DOL



Creating a New DD Form 2958

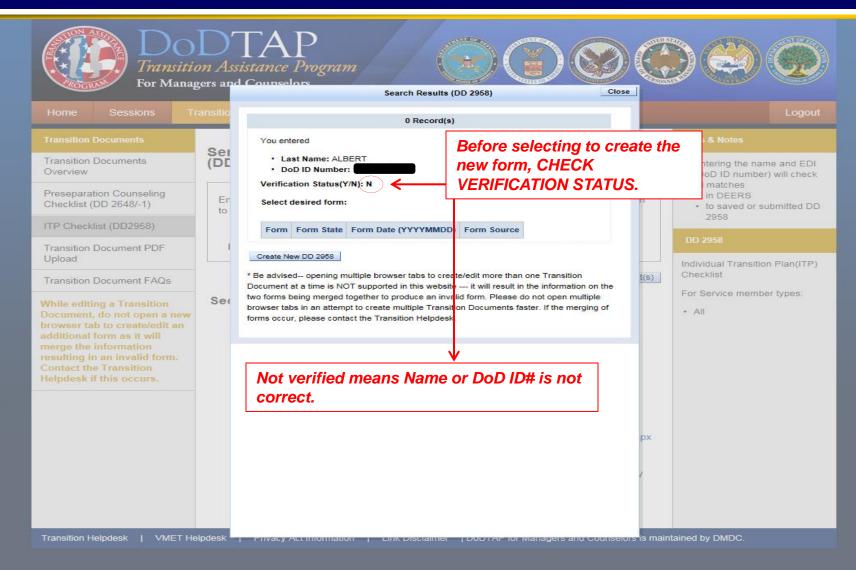






Record Verification

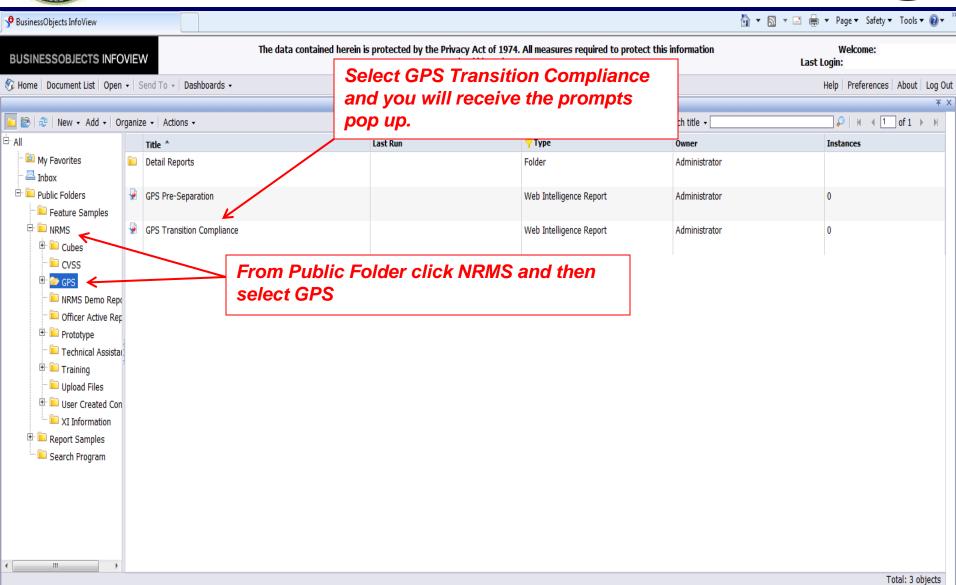






NRMS and VOW Compliance

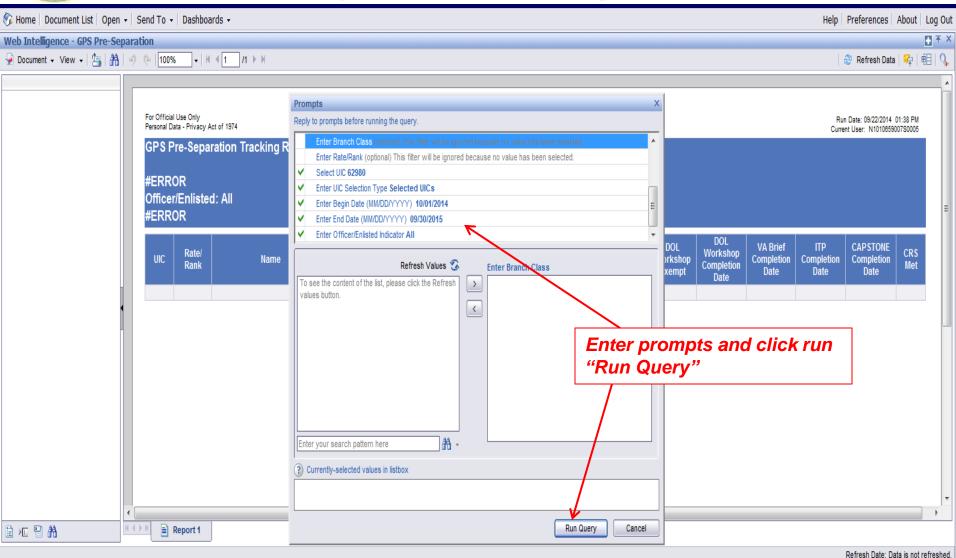






Report Prompts

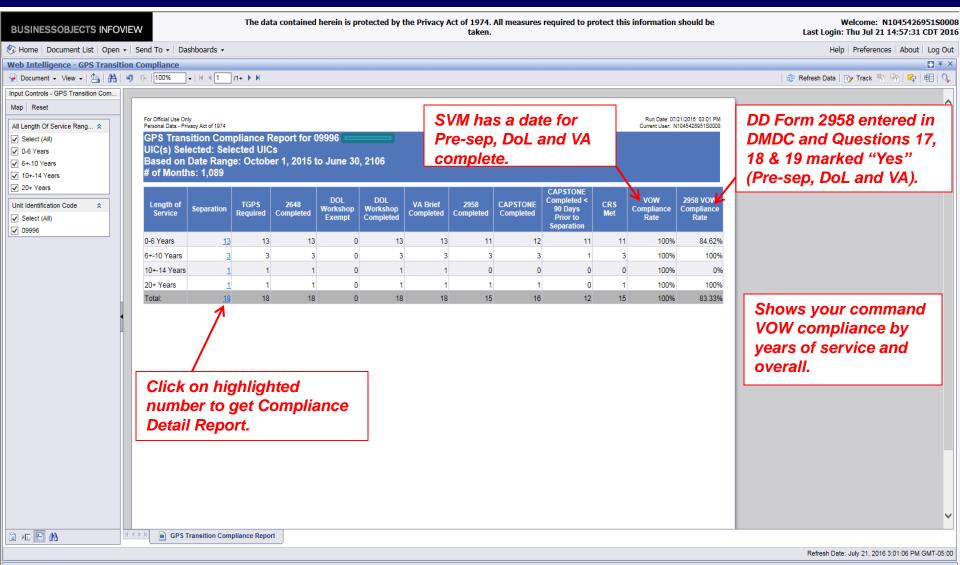






GPS VOW Compliance Report







DOL Workshop Exempt

Select (All)

CRS Met

VOW Compliant

✓ Select (All)

✓ Select (All)

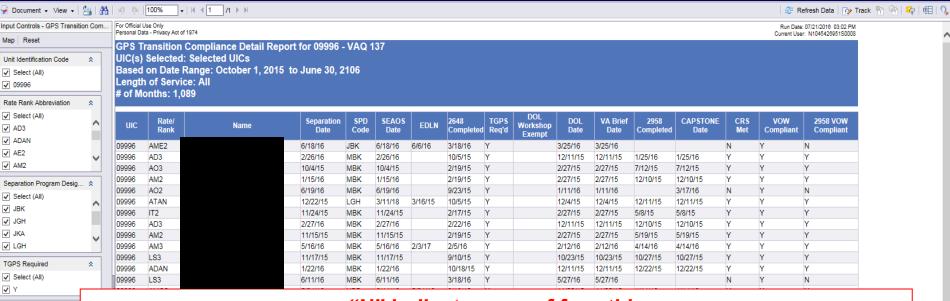
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✓ N✓ Y

✓ N

Compliance Detail Report





"N" indicates one of four things:

- 1- 2958 never entered in DMDC
 - Need to enter 2958
- 2- 2958 entered but Record Not Verified
 - Verify record status and if needed enter a new form with correct name and DoD ID#
- 3- 2958 my still be listed in DMDC as "In progress"
 - Go to DMDC and complete and sign form
- 4- CAPSTONE wasn't documented correctly
 - A session must be created for CAPSTONE (FFSC or CCC)

Refresh Date: July 21, 2016 3:02:30 PM GMT-05:00



Military Life Cycle



- NAVADMIN 243/14 announced the implementation of Transition into the Military Life Cycle (MLC).
- Incorporate aspects of the transition assistance program into MLC:
 - Enlisted Career Development Boards (CDBs)/ Individual Career Development Plans (ICDP) and
 - Officer semi-annual performance reviews for both Active and Reserve components (IAW BUPERSINST 1610.D).
- Introduce portions of the Career Readiness Standards (CRS) and the processes that enable transitioning Service members to meet those standards prior to pre-separation counseling or attending the mandatory 5 day Transition GPS course.

Navy is fully committed to the cultural change to help Sailors become career ready prior to their retirement/separation



MLC (Enlisted)



Military Life Cycle

eBenefits Registration (DS Logon)

Description: Joint VA/DOL web portal providing self-service capabilities to service members, veterans, and their families to research, access and manage VA and military personal information.

CDB: Reporting

Discussion: Did member obtain DS Logon at boot camp? Has member registered in e-Benefits? If not, refer service member to website.

References:

https://www.ebenefits.va.gov/

Service member Group Life Insurance (SGLI) Election

Description: SGLI provides low-cost term life insurance coverage to eligible service members. If qualified, member is automatically enrolled at the maximum level. Member can change coverage, decline coverage, select a lesser amount ,designate beneficiaries, etc.

CDB: Reporting, SLE

Discussion: Verify member's Record of Emergency Data and Dependency Application (Page 2) is up-to-date with current family status.

References:

- http://benefits.va.gov/insurance/sgli.asp
- CPC Personnel Office/PSD

Military Occupational Crosswalk (MOC)

Description: Helps service members "cross walk" their military skills, experience, credentials, and education to civilian opportunities. MOC gap analysis helps identify the skills members have, compared with the skills they need, to obtain the civilian career they desire.

CDB: Reporting

Discussion: Encourage member to complete MOC Crosswalk via JKO or TGPS DVD. (Note: MOC module also introduces members to credentialing and certifications.)

References:

- http://jko.jten.mil/: TGPS MOC Crosswalk Course #TGPS-US002-V2
- http://www.onetcenter.org/veterans.html
- https://usmap.cnet.navv.mil/
- https://www.navycool.navy.mill/

Active Duty VA Benefits

Description: Service members qualify for VA benefits while on active duty.

CDB: Reporting

Discussion:

- VA Home Loan Guaranty
- Burial benefits
- Education Benefits (to include Post 9/11 GI Bill, Montgomery Gl Bill, Montgomery Gl Bill Selected Reserve. Reserve Education Assistance Program, Veterans Education Assistance Program)
- Education and Career Counseling Automobile and Adaptive Equipment Allowances
- Life Insurance Benefits (to include Servicemembers Group Life Insurance (SGLI). SGLI Traumatic Injury Protection (TSGLI), Family SGLI (FSGLI), Veterans Mortgage Life Insurance)
- Pre-Discharge Disability Compensation Program (to include Integrated Disability Evaluation System, Benefits Delivery and Discharge and Quick Start).
- VA Health Care (In emergency situations or upon referral by TRICARE)

References:

- http://www.benefits.va.gov/homeloans/
- http://www.prosthetics.va.gov/psas/HISA2.asp
- http://www.benefits.va.gov/compensation/daimsspecial-burial.asp
- http://www.benefits.va.gov/gibill/index.asp
- http://www.benefits.va.gov/vocrehab/edu_voc_couns
- http://www.benefits.va.gov/vocrehab/index.asp
- http://www.benefits.va.gov/compensation/claimsspecial-auto-allowance.asp
- http://www.benefits.va.gov/insurance/
- http://www.benefits.va.gov/predischarge/
- http://www.va.gov/health/

Off-duty Voluntary Education

Description: The Navy College provides service members with opportunities to earn college degrees through a variety of options. The program's mission is to provide continual academic support to members while they pursue a technical or college degree, regardless of their location or duty station.

CDB: All

Discussion: The Navy has several Voluntary Education programs to help members reach their education and career goals. Refer member to command ESO, local Navy College office and web link.

References:

- https://www.navycollege.navy.mil/

Personal Financial Management (PFM) Program

Description: Provides information and tools needed to identify financial responsibilities, obligations, and goals for a successful career during and after separation from the military.

CDB: All

Discussion: Does member have a current spending plan? Does member need assistance with personal finance? If so, refer to appropriate resources.

References:

- http://jko.jten.mil/: TGPS Personal Financial Planning Course #TGPS-US003-V2
- http://www.cnic.navy.mil/ffr/family_readiness/fleet_ and_family_support_program/personal_finances.ht
- Command CFS or FFSC PFM

CDB Fact Sheet

Continuum of Service (Reserve Affiliation)

Description: All Active Component members must receive Continuum of Service Benefits counseling.

CDB: C-Way 15mo; Separation

Discussion: Discuss benefits of Reserve Affiliation. Have member view Transition GPS Reserve benefits video and Reserve Affiliation Benefits, using links on the NPC website (see below).

References:

- http://www.public.navy.mil/bupers-
- npc/career/transition/Pages/TAP.aspx
- http://www.public.navv.mil/bupersnpc/career/transition/Pages/ReserveAffiliationBenefits
- http://www.navyreserve.com/

Individual Career Development Plan

Description: The Individual Career Development Plan (ICDP), located in CIMS, is the only authorized form to be utilized for CDBs

CDB: All

Discussion: Updating the ICDP as a result of the CDB and providing a copy to the member allows Sailor to monitor and track their personal and professional development.

References:

https://nsips.nmci.navy.mil/nsipsclo/jsp/index.jsp

GI Bill Transferability

Description: Active Component members can elect to make a one time, irrevocable transfer of Post 9/11 GI Bill educational benefits to a family member. Member must have served a minimum of 6 years and be willing to agree to an additional active duty service commitment. Transfer must be completed prior to retirement or separation.

CDB: 48mo, 60mo, SLE

Discussion: If enrolled in the Post-9/11 GI Bill program, member can transfer unused educational benefits to spouse or children, if certain criteria is met.

References:

http://www.benefits.va.gov/gibill/post911_transfer.asp

*SLE is marriage/dependent change, promotion, etc..

Product of N17. Send feedback to Mr. Tom Albert (901) 874-4254; tom.albert@navy.mil.



MLC (Officer)



Military Life Cycle

eBenefits Registration (DS Logon)

Description: Joint VA/DOL web portal providing self-service capabilities to service members, veterans, and their families to research, access and manage VA and military personal information.

Mid-term: Initial Operational Assignment

Discussion: Did member obtain DS Logon at boot camp? Has member registered in e-Benefits? If not, refer service member to website.

References:

https://www.ebenefits.va.gov/

Service member Group Life Insurance (SGLI) Election

Description: SGLI provides low-cost term life insurance coverage to eligible service members. If qualified, member is automatically enrolled at the maximum level. Member can change coverage, decline coverage, select a lesser amount ,designate beneficiaries, etc.

Mid-term: Initial/SLE

Discussion: Verify member's Record of Emergency Data and Dependency Application (Page 2) is up-to-date with current family status

References:

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- CPC. Personnel Office/PSD

Military Occupational Crosswalk (MOC)

Active Duty VA Benefits

Description: Service members qualify for VA benefits while on active duty.

Mid-term: Initial Operational Assignment

Discussion:

- VA Home Loan Guaranty
- Burial benefits
- Education Benefits (to include Post 9/11 GI Bill, Montgomery Gl Bill, Montgomery Gl Bill Selected Reserve, Reserve Education Assistance Program, Veterans Education Assistance Program)
- Education and Career Counseling Automobile and Adaptive Equipment Allowances
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- http://www.benefits.va.gov/homeloans/
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- http://www.benefits.va.gov/compensation/claimsspecial-burial.asp
- http://www.benefits.va.gov/gibill/index.asp
- http://www.benefits.va.gov/vocrehab/edu_voc_couns
- http://www.benefits.va.gov/vocrehab/index.asp
- http://www.benefits.va.gov/compensation/claimsspecial-auto-allowance.asp
- http://www.benefits.va.gov/insurance/
- http://www.benefits.va.gov/predischarge/
- http://www.va.gov/health/

Description: Helps service members "cross walk" their military skills, experience, credentials, and education to civilian opportunities. MOC gap analysis helps identify the skills members have, compared with the skills they need, to obtain the civilian career they desire.

Mid-term: prior to Transition

Discussion: Encourage member to complete MOC Crosswalk via JKO or TGPS DVD. (Note: MOC module also introduces members to credentialing and certifications.)

References:

- http://jko.jten.mil/: TGPS MOC Crosswalk Course #TGPS-US002-V2
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Off-duty Voluntary Education

Description: The Navy College provides service members with opportunities to earn college degrees through a variety of options. The program's mission is to provide continual academic support to members while they pursue a technical or college degree, regardless of their location or duty station.

Mid-term: All

Discussion: The Navy has several Voluntary Education programs to help members reach their education and career goals. Refer member to command ESO, local Navy College office and web link.

References:

- https://www.navycollege.navy.mil/

Personal Financial Management (PFM) Program

Description: Provides information and tools needed to identify financial responsibilities. obligations, and goals for a successful career during and after separation from the military.

Mid-term: All

Discussion: Does member have a current spending plan? Does member need assistance with personal finance? If so, refer to appropriate resources.

References:

- http://jko.jten.mil/: TGPS Personal Financial Planning Course #TGPS-US003-V2
- http://www.cnic.navy.mil/ffr/family_readiness/fleet_ and_family_support_program/personal_finances.ht
- Command CFS or FFSC PFM

Officer Mid-term Counseling **FACT SHEET**

Continuum of Service (Reserve Affiliation)

Description: All Active Component members must receive Continuum of Service Benefits counseling.

Mid-term: prior to Transition

Discussion: Discuss benefits of Reserve Affiliation. Have member view Transition GPS Reserve benefits video and Reserve Affiliation Benefits, using links on the NPC website (see below).

References:

- http://www.public.navy.mil/bupersnpc/career/transition/Pages/TAP.aspx
- http://www.public.navy.mil/bupersnpc/career/transition/Pages/ReserveAffiliationBenefits
- http://www.navvreserve.com/

GI Bill Transferability

Description: Active Component members can elect to make a one time, irrevocable transfer of Post 9/11 GI Bill educational benefits to a family member. Member must have served a minimum of 6 years and be willing to agree to an additional active duty service commitment. Transfer must be completed prior to retirement or separation.

Mid-term: 6 years + of service/ SLE

Discussion: If enrolled in the Post-9/11 GI Bill program, member can transfer unused educational benefits to spouse or children, if certain criteria is met.

References:

http://www.benefits.va.gov/gibill/post911_transfer.asp

*SLE is marriage/dependent change, promotion, etc..

Product of N17. Send feedback to Mr. Tom Albert (901) 874-4254; tom.albert@navy.mil.



Financial Readiness Implementation Plan



Military Life Cycle



Accession

- Officer Training including Officer Candidate School and Officer Development School
- Recruit Orientation including basic firefighting, uniforms, small arms, seamanship. code of conduct, etc..
- Training Basic Financial Education (such as Pay and Allowances...)





Initial Rank or Rate **Training**

- Rate Training. such as Fire Control. Yeoman and Loaistics Specialists.
- Officer training such as Surface Warfare Officer School.
- Life Skills Training, including **Financial** Education (such as Credit, Debt, Banking, Consumer Awareness...)



1st Dutv Station

- Command Indoctrination
- Pre- & Post Deployment
- Promotions to E5 and below or O4 and below
- Mobilization & Demobilization
- Leadership Training Continuum
- Major Life **Events**





Subsequent **Duty** Stations

- Command Indoctrination
- Pre- & Post Deployment
- Promotions to E5 and below or O4 and below
- Mobilization & Demobilization
- Leadership Training Continuum
- Maior Life Events





Separation, Reserve Affiliation, Retirement

Transition Financial Education. includina Credit. Spending, Total Compensation Financial Future. TSP Roll-over, Lump sum, etc.











- Complete Blended Retirement System (BRS) Leadership Training Course
 - Provides an overview of the new retirement system allowing CCCs to understand the particulars of the changes to military retirement benefits.
 - Available now on Joint Knowledge Online (JKO)
 - http://jko.jten.mil/courses/brs/leader_training/Launch_Course
- During a regularly scheduled Career Development Board
 - Identify Service member that met a touch point (life event) as defined by Fiscal Year 2016 National Defense Authorization Act (NDAA FY16) which requires financial literacy education
 - http://www.public.navy.mil/bupers
 - npc/support/21st_Century_Sailor/readiness/Pages/Personal-Financial-Management.aspx
 - Refer those Service member to the Command Financial Specialist.

CCCs are not expected to be Financial Counselors





QUESTIONS?